

Your Choices

Regional Health offers a highly competitive and comprehensive benefits package that looks out for you and your family. We recognize that there are many different types of families, with many different needs. That is why our plans are flexible, allowing you to select the individual benefits that fit your personal needs.

This benefits guide highlights the many benefit options available to you and explains how to enroll in your 2011 – 2012 plan year benefit options.

Please take a moment to look over the list of benefits Regional Health offers and decide which options best cover the needs for you and your family. Then read through the detailed description of those plans listed in this guide. All benefits, except Long Term Disability, are offered to Regional Health employees scheduled to work a minimum of 20 hours per week. To be eligible for Long Term Disability employees be scheduled to work a minimum of 32 hours per week.

For a more comprehensive review of the benefits please go to Regional Health's intranet site and look for the Summary Plan Description section under Employee Hub/Benefits.

BENEFIT	WHO PAYS THE COST	WHEN COVERAGE STARTS
Medical Insurance	Regional Health and Employee	1st of the month following 30 days of employment
Dental Insurance	Regional Health and Employee	1st of the month following 30 days of employment
Vision Insurance	Employee	1st of the month following 30 days of employment
Flexible Spending	Employee	Immediately
Basic Life Insurance	Regional Health	1st of the month following 30 days of employment
Voluntary Life Insurance	Employee	1st of the month following 30 days of employment
Voluntary AD & D	Employee	1st of the month following 30 days of employment
Short Term Disability	Employee	1st of the month following 30 days of employment
Long Term Disability	Employee	1st of the month following 30 days of employment
Critical Illness	Employee	1st of the month following 30 days of employment
Accident Insurance	Employee	1st of the month following 30 days of employment
403(b) Tax Deferred Annuity	Employee	Immediately
Pension Plan	Regional Health	Attainment of age 20½, completion of 1 year of service and worked 1,000 hours